

DIRECTOR OF ANIMAL CARE AND ADOPTION

Broward County, FL





THE COMMUNITY

Bordering Southeast Florida's Atlantic coastline, Broward County is the eighteenth most populous county in the nation and the second largest in Florida. It is located between Palm Beach and Miami-Dade counties, forming the heart of Florida's largest metropolitan area in which 5.6 million people reside. Within the county's 1,220 square miles are 31 municipalities, the largest of which is Fort Lauderdale. Nearly two-thirds of the county is part of the undeveloped Everglades conservation area. Broward County boasts more than 23 miles of pristine Atlantic coastline, and its beaches attract both the local population as well as tourists from around the world. With an average year-round temperature of 77 degrees, Broward County has a tropical climate and is a choice destination for over fourteen million visitors every year.

Broward County's warm climate, demographic diversity, robust and expanding economy, myriad of housing options, excellent schools, state-of-the-art healthcare, and advanced transportation system afford its residents an exceptional quality of life. Broward offers world-famous fine dining, theater, nightlife, and shopping venues, as well as an abundance of recreational activities like golf, deep sea fishing, boating and unlimited opportunities for fun on the beach. The state's second largest public school district is located in Broward County, providing excellent primary and secondary education. In addition, there are many prestigious local and regional colleges and universities offering excellent higher education opportunities.

The Fort Lauderdale-Hollywood International Airport is a part of Broward County, and most major cruise lines operate out of Broward County's Port Everglades, ranked second among cruise ports worldwide. Among Broward's abundant retail shopping options is Sawgrass Mills, the largest one-story shopping mall in the United States. For the sports enthusiast, Broward is home to the NHL's Florida Panthers, while other major sports teams, like the Miami Heat, the Miami Marlins, and the Miami Dolphins, are just a short drive away.

THE COUNTY

As the chief executive officer of Broward County Government, the County Administrator directs the day-to-day functions of County government under the auspices of the Broward County Board of County Commissioners. The nine-member elected Board of County Commissioners is the legislative branch of Broward County Government. A separation between the legislative and administrative functions of County Government is provided for in the Broward County Charter, which was established in 1975.

As a regional provider of programs and services to its residents and visitors, Broward County employs more than 6,200 employees in 60 different agencies in areas such as transportation, human services, and community enrichment. Broward County's regional services include one of the nation's fastest growing airports, a bustling international seaport, an award-winning library system, an ever-growing transit network, an expanding park system and a variety of community services.

While the diversity of Broward's population of 1.9 million creates unique opportunities in delivering services and providing information, that diversity also contributes to a dynamic cultural environment that makes Broward County one of the most interesting and robust places in the world to live and work. The County's overall budget is \$4.7 billion with a general fund budget of \$1.2 billion. Additionally, in 2014, Standard & Poor's joined Moody's Investor Service and Fitch Ratings in grading Broward's general obligation bonds "AAA," making it one of only four counties in Florida with an AAA rating from all three rating agencies.

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THE DEPARTMENT

Broward County Animal Care and Adoption is a division within the County's Department of Environmental Protection and Growth Management. The Division is the open admissions animal shelter for Broward County, taking in around 14,000 dogs and cats each year and providing a full range of animal services covering a 1,220 square mile area. In 2012, the Broward County Board of County Commissioners adopted a goal of becoming a "No Kill" community.

The Division's Mission is:

- Promote responsible pet ownership and community safety
- Reunite the lost
- Rescue the neglected
- Increase adoptions and
- Reduce pet overpopulation through innovative programs and services

The primary responsibilities are to:

- Provide shelter and care to stray, surrendered and impounded dogs and cats
- Coordinate the return of found animals to their owners
- Operate the adoption center to facilitate placement of stray, surrendered and impounded animals in good and loving homes
- Offer programs and services that promote responsible pet ownership, including Rabies Clinics, and sterilization programs
- Conduct community outreach and education that promotes agency programs and services
- Enforce Broward County and State of Florida Animal Care ordinances and regulatory requirements

The Director of Animal Care and Adoption reports directly to the Director of Environmental Protection and Growth Management. The Division has a total budget of \$7,739,130 and is staffed with approximately 70 positions.

THE IDEAL CANDIDATE

Broward County seeks nationwide candidates who are committed to the No Kill philosophy. The Director will have direct oversight of shelter operations, field services, community engagement and lifesaving programs, managing an assistant director and multiple managers who supervise approximately 70 full time employees.

The ideal candidate will be an innovative and goal-oriented leader with outstanding communication skills. He/She will have previous animal welfare experience in a leadership or supervisory role in a community achieving or striving to achieve a 90% or above live save rate. He/She will also have previous experience handling and working with cats and dogs in a high stress environment.

This ideal person will enjoy working with a diverse community and listen to and respect the views of others. He/She will enjoy being visible in the community representing the County as well as informing and educating the public.

The incoming Director of Animal Care and Adoption will focus on the following areas:

- **Performance Goals** – Developing metrics, performance measures and/or identifying and collecting key data points to develop and evaluate policy and/or program efficacy. Developing and implementing community engagement strategies.
- **Collaboration** – Building successful relationships and collaborative efforts with community stakeholder groups. Addressing issues and concerns of the active community groups.
- **Organizational Development** – Reviewing staffing and performance. Assessing effectiveness of current operations. Hiring for an open management role.
- **Public Relations** – Improving marketing for the Division. Increasing public's awareness of the Division's services and programs for dogs and cats.

Lastly, the ideal candidate will have experience with budgeting and personnel management. This person will have outstanding written communication skills and public speaking skills. He/She will also have experience working with elected and appointed officials. The selected candidate will have an opportunity to work in the brand new state-of-the-art facility while partnering with other County departments, the Humane Society, the Advisory Committee and community stakeholder groups.

Education and Experience

Requires a bachelor's degree from an accredited college or university with major coursework in animal sciences, business, public administration or a closely related field;

AND

Six years in animal care related professions, such as the fields of shelter management, animal services program development and management, volunteer coordination and/or adoption, rescue and spay/neuter programs; including at least four years of progressively responsible supervisory experience.

COMPENSATION

The salary range is \$99,649 to \$159,040 and will be based upon the knowledge and experience of the individual selected. The State of Florida does not have a state income tax. The County's comprehensive benefits include:

- **Florida Retirement System (FRS)** – Employees have the choice of two retirement plans: the traditional pension plan with eight years of vesting or the investment plan with one year of vesting.
- **Deferred Compensation** – The County offers a 457 plan offered through three providers: ICMA Retirement Corporation, MetLife, and Nationwide Retirement Solutions.
- **Flexible Spending Accounts** – Medical expense and dependent care accounts.
- **Health Savings Accounts**
- **Vacation and Sick Leave** – Leave is accrued biweekly for vacation and sick time; annualized at two weeks of vacation and 12 days of sick time; additionally 40 hours of administrative leave is granted annually.
- **Holidays** – Ten holidays and two personal days.
- **Insurance Coverage** – The County offers a variety of benefit plans that employees can purchase including Health, Dental, Vision, Flexible Spending Accounts, Long Term Care, Long Term Disability, and Pre-paid Legal.
- **Life Insurance** – The County offers \$25,000 of group term life and AD&D Insurance. Employees can purchase additional life insurance for themselves and their dependents and spouse/domestic partner.
- **Additional Benefits** – Credit Union, Employee Development and Personal Income Protection Plans (AFLAC).

For additional information on benefits, please visit: www.broward.org/benefits.

HOW TO APPLY

Please apply **on-line** by **December 4, 2017** at www.allianceRC.com. For questions and inquiries, please contact:

David McDonald or Sherrill Uyeda

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